DOCUMENT RESUME

ED 419 097 CE 076 344

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TITLE	Enhancing Learning in Training and Adult Education.
ISBN	ISBN-0-275-95016-6
PUB DATE	1998-00-00
NOTE	367p.
AVAILABLE FROM	Praeger Publishers, 88 Post Road West, Westport, CT 06881 (clothbound: ISBN-0-275-95016-6, $65; paperback: ISBN-0-275-95911-2, $24.95).
PUB TYPE	Books (010)
EDRS PRICE	Document Not Available from EDRS.
DESCRIPTORS	*Adult Development; Adult Education; *Adult Learning; Business; *Cognitive Development; Cognitive Processes; *Consultants; Consultation Programs; Cultural Differences; Cultural Pluralism; Educational Practices; Educational Psychology; *Educational Strategies; Educational Theories; Information Processing; Intelligence; Intelligence Tests; Multicultural Education; Personality Assessment; Research Methodology; Student Evaluation; Theory Practice Relationship; *Training Methods
IDENTIFIERS	*Trainer Role

ABSTRACT

This book, which is designed to prepare individuals to become workplace consultants, examines the theory and practice of enhancing learning in training and adult education. The following are among the topics discussed: putting cognition theory into practice in instruction; cognitive science perspective on adult learning (adults as learners, three views of instruction, individual differences and learnable aspects of human thinking and problem solving, and cognitive science model of mastery learning); behavioral views of learning and instruction (learning curve, models of learning, classical conditioning, operant conditioning, social learning, and motivation); cognitive science perspective on thinking, problem solving, and creativity ("behavioral-associationistic," Gestalt, cognitive development, and "information-processing" views); information-processing view of intelligence (clash between traditional and contemporary views of the construct, relationship between intellectual assessment and treatment, and modification of individual differences); personality assessment (history and approaches); instructional consultation (outcome-based education, mastery learning instruction, collaborative consultation, and training scenario lecture series); the trainer's role at the interface of science and practice (overview of research methodology, internal and external validity, faulty designs, experimental designs, variance control, and casual inference); methodological issues related to the multicultural revolution shaping business in the United States. (Contains 387 references and 27 tables/figures. Appended are problem solutions.) (MN)

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